



WATER SERVICES  
ASSOCIATION OF AUSTRALIA



# A Call to Action for the Australian Water Industry

Lifting Our Health and Safety  
Performance

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Coliban Water



# Outline of Presentation

## **WHS Legislative Context in Australia**

Federal Senate Committee Report – *They Never Came Home*

## **Health & Safety Performance Statistics**

Safe Work Australia 'Serious' Claims Data

WSAA Health & Safety Benchmarking Project Data

## **Workplace Fatalities**

## **Mental Health**

## **WSAA Health & Safety National Taskforce**

## **Questions**

# Harmonisation of WHS Laws – Jurisdictional Progress



# Federal Senate Committee Inquiry

The Senate

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Education and Employment  
References Committee

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They never came home—the framework surrounding the prevention, investigation and prosecution of industrial deaths in Australia

October 2018

**Senate referred this matter to the Committee on 26 March 2018**

**Framework Surrounding the Prevention, Investigation and Prosecution of Industrial Deaths in Australia, Including**

- *Effectiveness and Extent of Harmonisation of WHS Legislation*
- *Effectiveness of Penalties in Situations Where an Employer has Been Convicted of an Offence Relating to Death or a Serious Accident*

**Final Report tabled in the Senate on 17 October 2018**

*34 Recommendations*

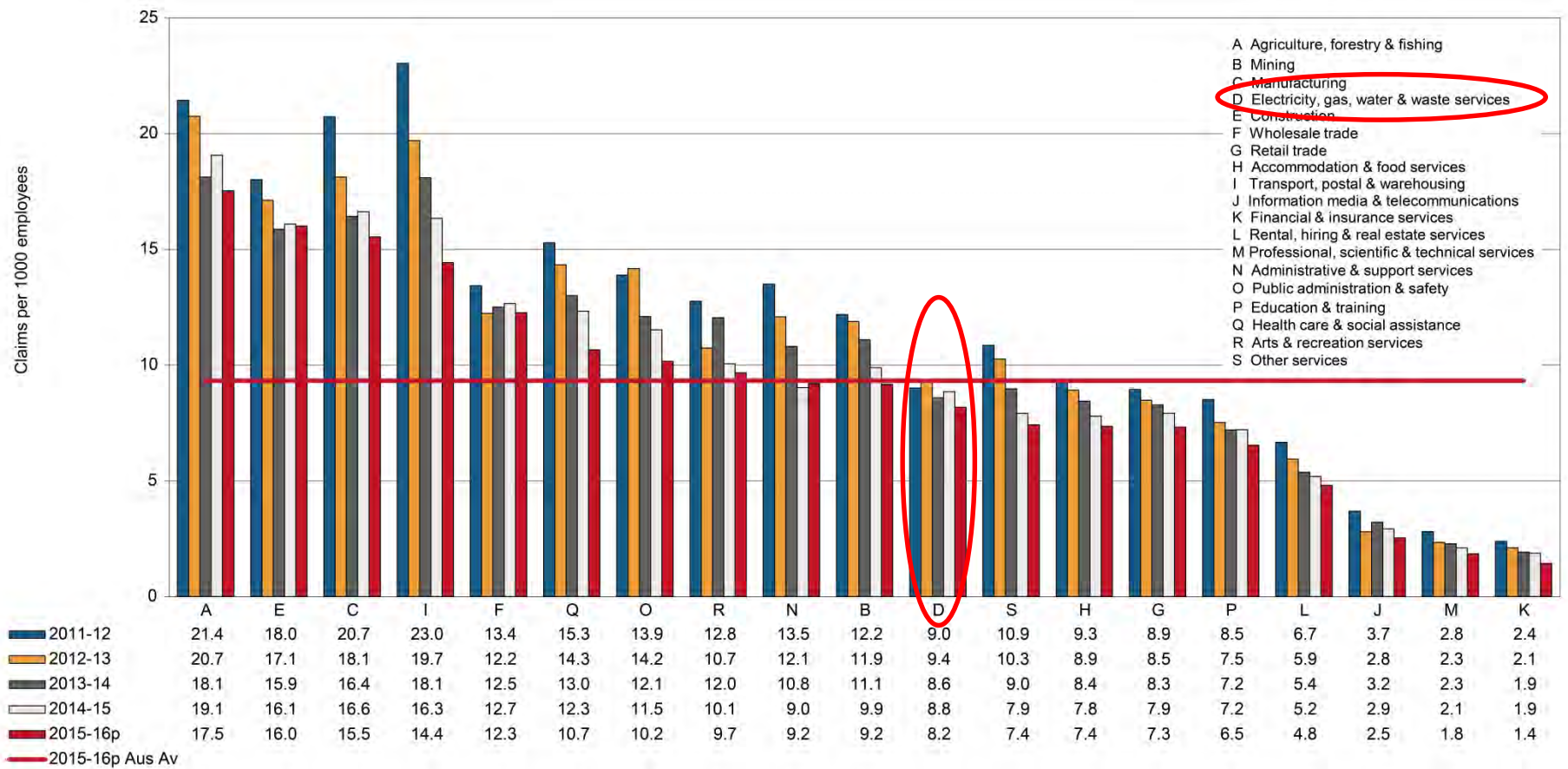
*8 Public Hearings (July to September)*

*69 Submissions*

*Voices from the Families of 18 People Who Died at Work*

**Recommendation 13 on Industrial Manslaughter Offence**

# Incidence Rates of 'Serious' Claims by Industry Classifications

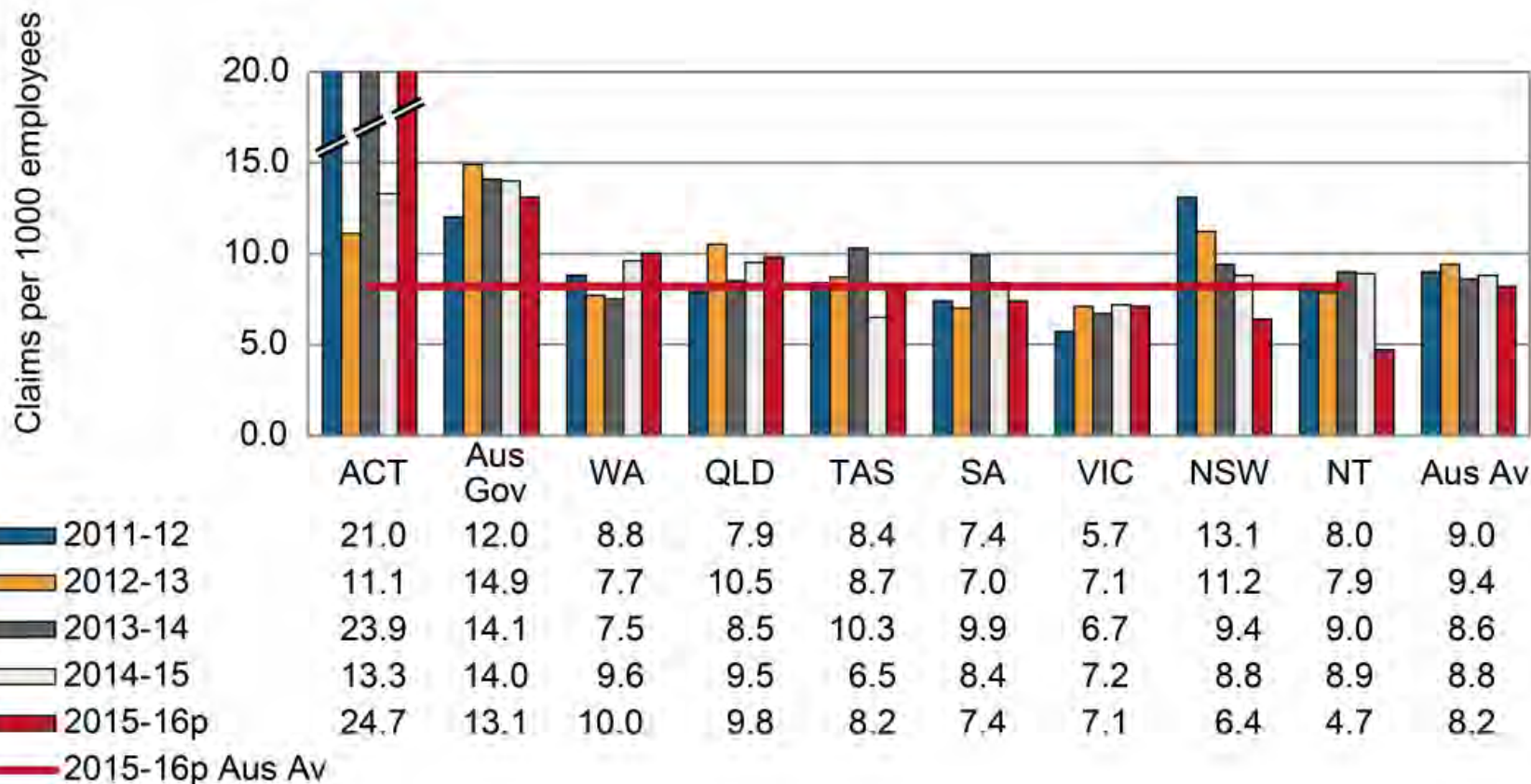


Source: Safe Work Australia *Comparative Performance Monitoring Report, Part 1 – Work Health and Safety Performance* 19<sup>th</sup> Edition October 2017



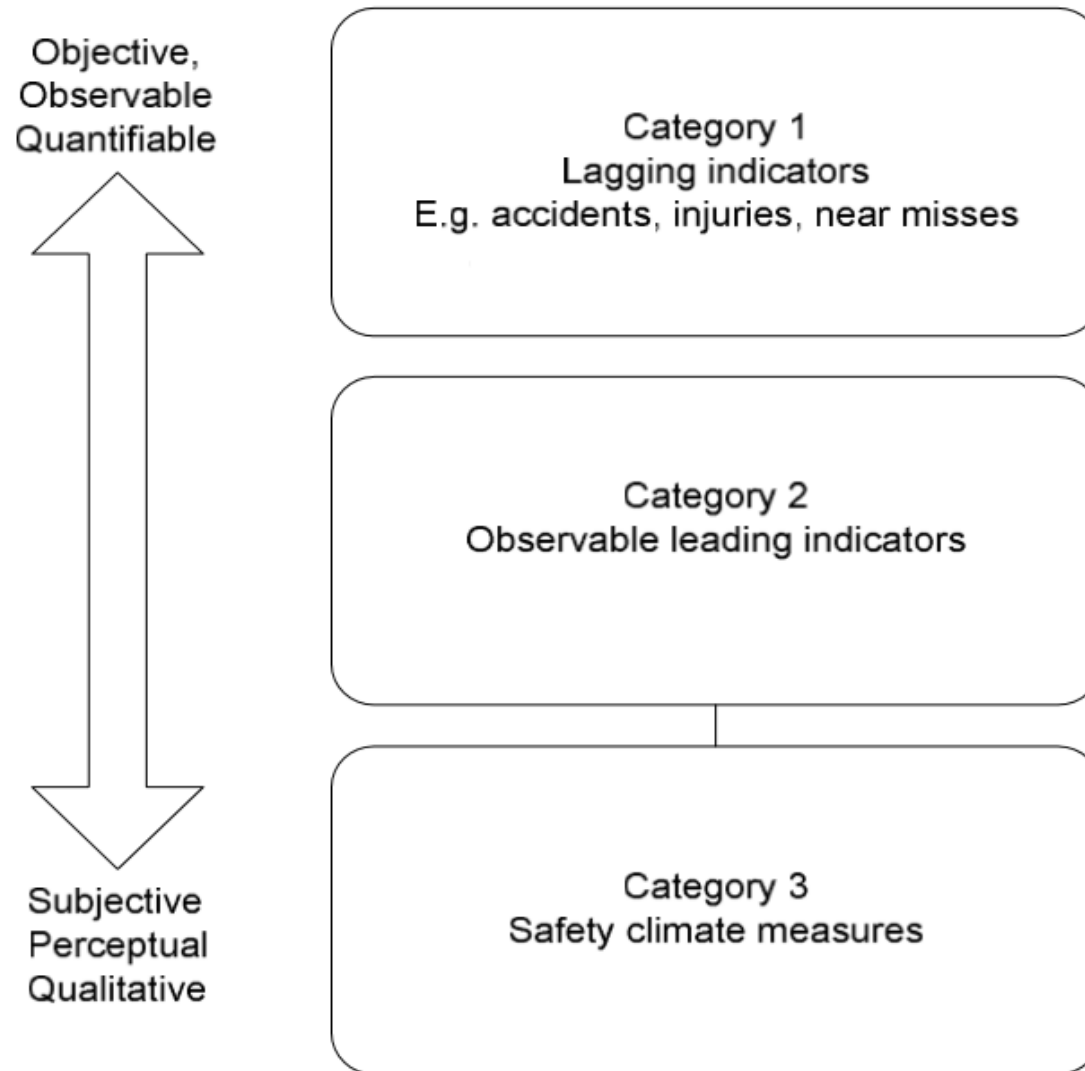
# Incidence Rates of 'Serious' Claims by Jurisdiction

## Electricity, Gas, Water and Waste Service



Source: Safe Work Australia *Comparative Performance Monitoring Report, Part 1 – Work Health and Safety Performance* 19<sup>th</sup> Edition October 2017

# Assessing Water Sector H&S Performance



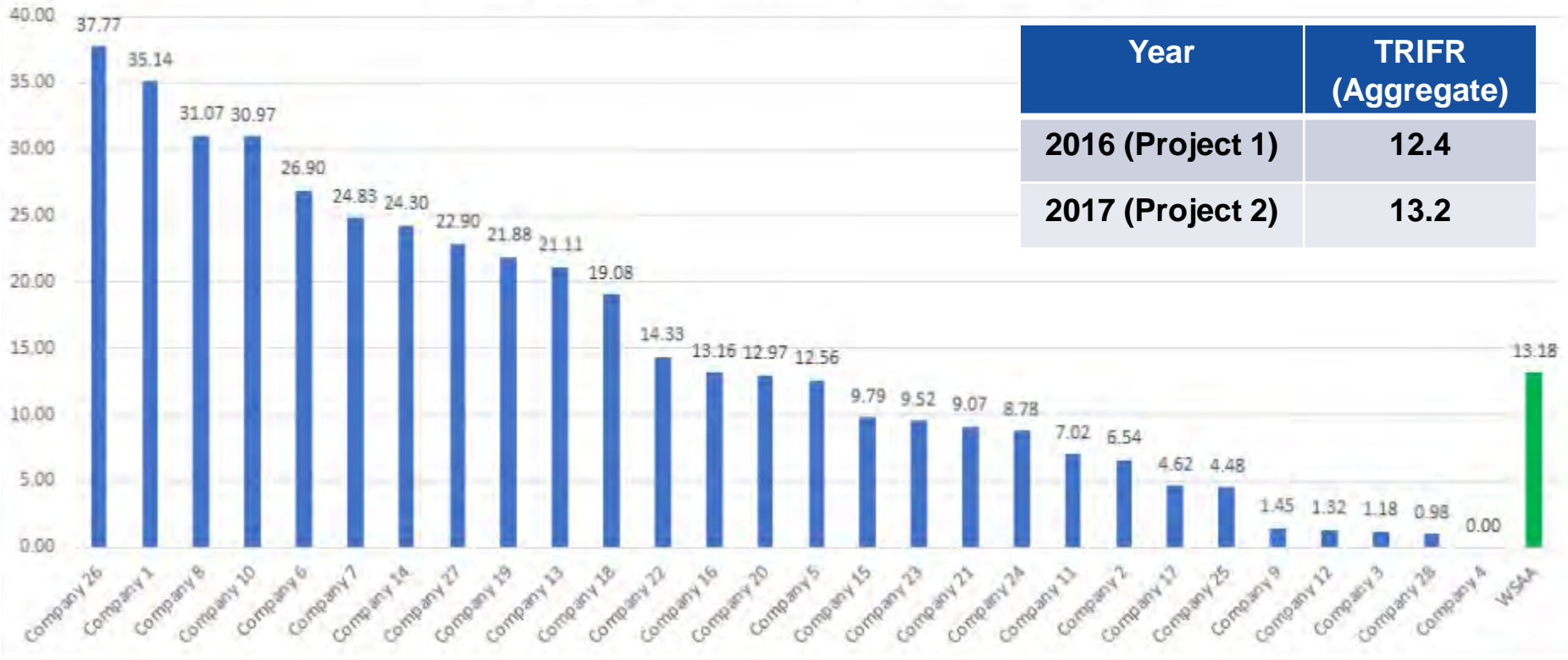
# WSAA H&S Benchmarking Performance Indicators

Lag Indicators	Lead Indicators	Cultural indicators
Total Recordable Injury Frequency Rate (TRIFR)	% Workplace Inspections completed versus Inspections Planned	Safety culture score
Training completed v training planned	Percentage of safety actions verified as effective	
Incidents reported on time	Health and Safety audits completed versus planned	
Incidents investigated on time	High Potential Incident Frequency Rate (HPIFR)	
Actions closed within accepted timeframe	Hazard Risk management effectiveness	
Hazards controlled within accepted timeframe	Attendees to safety meetings	
Hazard versus injury metric	Safety management plan completion score	



# Benchmarking - The Journey So Far

Total Recordable Injury Frequency Rate (Internal)



# Comparison With Other Industries

## TRIFR- Global Safety Index Database

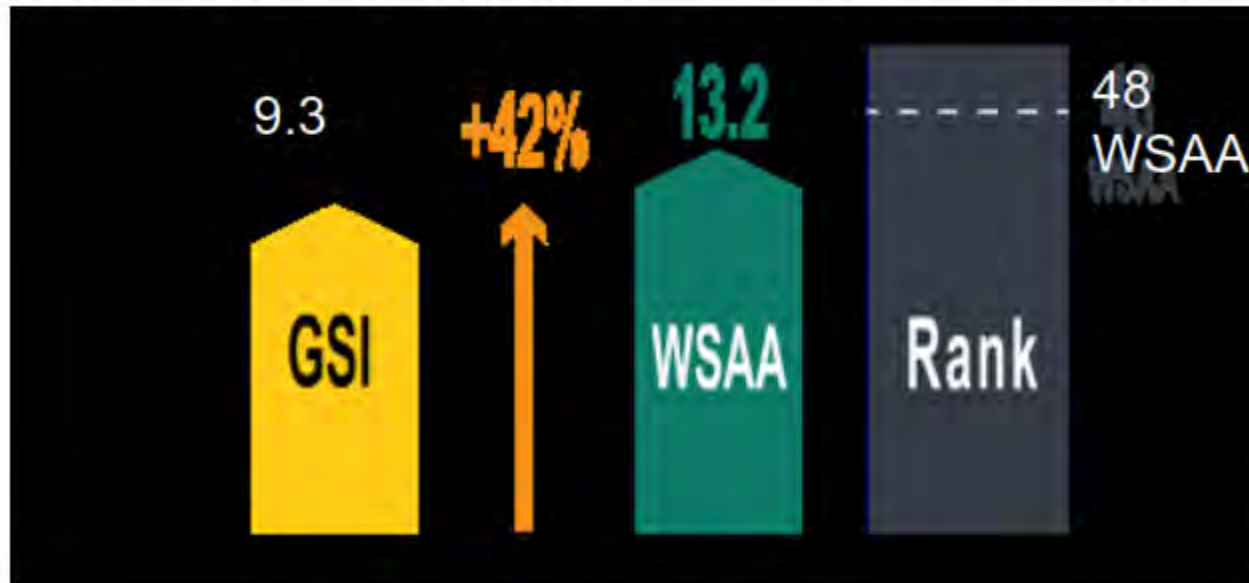


WSAA Project Aggregate TRIFR result of **13.2** is **39% higher** than the Global Safety Index (GSI) database average of **9.5**.

WSAA Project ranks in the **bottom 20 per cent** of organisations benchmarked by GSI with a **rank of 138 out of 172**

# Comparison With Other Industries

TRIFR- Global Safety Index Database- Utility Companies excluding water



WSAA Project Aggregate TRIFR result of **13.2** is **42% higher** than the GSI utility industry database (excluding water utility data) average of **9.3**.

WSAA Project ranks **48 out of 61**

# Australian Workplace Fatalities – Summary Stats

In the 14 years from 2003 to 2016

 **3414**  **workers** have lost their lives in work-related incidents

 **20** **workers die** per month at work  
On average each year


In the 14 years from 2003 to 2016

**2/3** of worker fatalities **involved vehicles**  

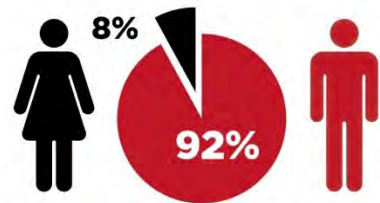

 **59%** of bystander fatalities were due to a vehicle collision

Worker fatalities in 2016


 **182** **workers** were fatally injured at work


 **41% lower** than highest number of worker deaths recorded in 2007

Causes of worker fatalities in 2016



**168** of the 182 fatalities involved **male workers**


 **42%** (76 workers) **vehicle collision**

 **14%** (25 workers) **falling from height**

 **9%** (17 workers) **hit by moving objects**

Fatality rate per 100 000 workers

 **2016 = 1.5 fatalities**  
lowest fatality rate in 14 years from 2003 -2016



 The fatality rate has **decreased by 49%** from 3.0 in 2007 to 1.5 in 2016

Worker fatalities in 2016

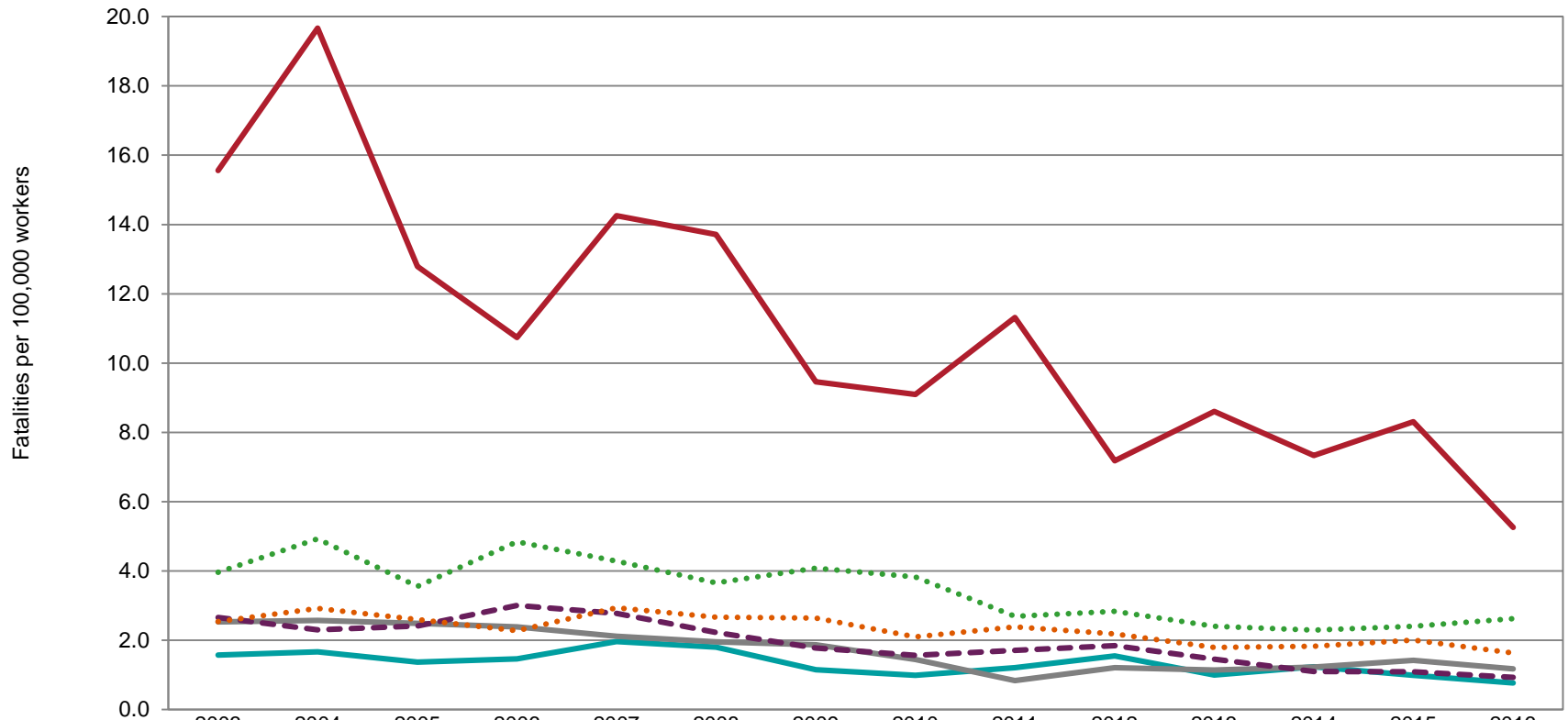
**50%** were in two of fatalities **industries**

**47**  **transport, postal and warehousing**

**44**  **agriculture, forestry and fishing**

 **99 of 182 fatalities**  
 **54%** **involved a vehicle**

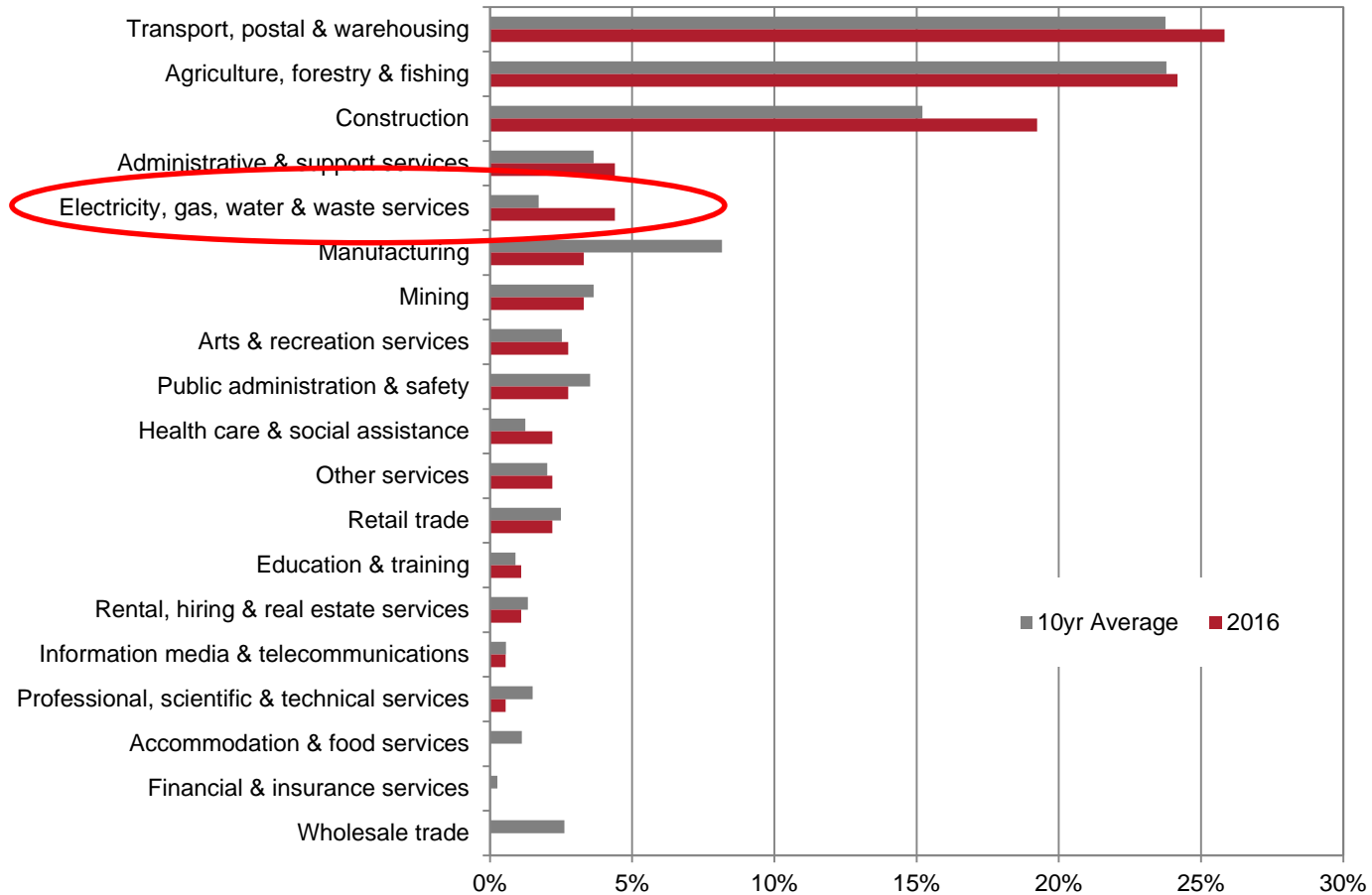
# Worker Fatalities: Fatality Rate by Age Group



	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Less than 25	1.6	1.7	1.4	1.5	2.0	1.8	1.1	1.0	1.2	1.5	1.0	1.2	1.0	0.8
25-34	2.5	2.6	2.5	2.4	2.1	2.0	1.9	1.4	0.8	1.2	1.1	1.2	1.4	1.2
35-44	2.7	2.3	2.4	3.0	2.8	2.2	1.8	1.6	1.7	1.8	1.5	1.1	1.1	0.9
45-54	2.5	2.9	2.6	2.3	2.9	2.7	2.6	2.1	2.4	2.2	1.8	1.8	2.0	1.6
55-64	4.0	4.9	3.6	4.8	4.3	3.7	4.1	3.8	2.7	2.8	2.4	2.3	2.4	2.6
65 & over	15.6	19.7	12.8	10.7	14.3	13.7	9.5	9.1	11.3	7.2	8.6	7.3	8.3	5.3



# Worker Fatalities: Proportion by Industry



Industry of employer	2003	2012	2013	2014	2015	2016	10yr average (2007-2016)
Electricity, gas, water & waste services	5.5	2.0	2.7	3.4	2.8	5.8	2.9

Source: Safe Work Australia *Work-Related Traumatic Injury Fatalities, Australia 2016*



# Worker Fatalities: Number by Mechanism of Incident

Mechanism of incident	2003	2012	2013	2014	2015	2016	% of 2016	10yr average (2007-2016)
Vehicle collision	108	91	68	74	60	76	42%	38%
Falls from a height	27	30	26	22	29	25	14%	12%
Being hit by moving objects	40	28	24	22	28	17	9%	11%
Being hit by falling objects	15	27	25	17	21	17	9%	10%
Being trapped by moving machinery	6	10	10	11	9	8	4%	5%
Contact with electricity	13	6	8	5	8	7	4%	4%
Drowning	4	3	4	1	5	7	4%	2%
Being trapped between stationary and moving objects	9	5	7	12	11	4	2%	4%
Being assaulted by a person or persons	12	6	6	4	5	4	2%	2%
Rollover of non-road vehicle	9	6	15	7	14	3	2%	4%
Contact with hot objects	1	1	1	4	6	3	2%	1%
Explosion	3	2	1	6	5	2	1%	1%
Being hit by an animal	1	4	2	1	1	2	1%	1%
Other mechanisms	11	12	5	11	9	7	4%	5%
<b>Grand Total</b>	<b>259</b>	<b>231</b>	<b>202</b>	<b>197</b>	<b>211</b>	<b>182</b>	<b>100%</b>	<b>100%</b>

Source: Safe Work Australia *Work-Related Traumatic Injury Fatalities, Australia 2016*

# Well Publicised *Melbourne Water* Fatality in 2011

**Water worker dies after falling  
into sewage tank**

**Melbourne Water faces \$1m fine  
over technician's sewage  
drowning**

**Melbourne Water Fined \$400,000  
for Employee Death**

# Death of GWMWater Employee

December 29 2016

## **Victoria road toll 2016: Man dies after crashing car into tree near Swan Hill**

The Victorian road toll has climbed to 288, after a fatal crash in which a car veered off the Murray Valley Highway and hit a tree at Natya, in the state's north-west on Wednesday afternoon.

A 48-year-old man from Swan Hill was the sole occupant of the vehicle at the time of the crash, which occurred shortly after 4pm.

## **Mark Andrew Dacey**

Born on March 4, 1968 . Passed away on December 28, 2016 .



Tragically as a result of an accident. Much loved husband of Deanne, adored Dad of Nikita, Ged, Lukas, and Stacey. Loved Son of Reg (Dec) and Lucy. Loving Brother of Stephen, Robert, Peter, John, Christine, Graeme, Cheryl, Phillip, Craig, Paul and all their families.

# Water Industry Fatality Risk Guidelines (WIFRG)

## What are the Water Industry Fatal Risk Guidelines?

**A set of agreed overarching expectations and requirements addressing what the industry has identified as the 16 highest potential hazards. Reflecting WHS legislation and relevant Australian Standards, the WIFG have the intent of eliminating or minimising potential fatalities, injuries and incidents arising from common risks faced by the industry as a collective.**

# Water Industry Fatality Risk Guidelines

**Exposure to Uncontrolled Energy Sources**

**Working with Mobile Plant and Equipment**

**Working in a Confined Space**

**Excavation and Trenching Work**

**Working Alone**

**Working with Underground and Overhead Services**

**Working at Height**

**Bites and Stings**

**Fatigue**

**Hazardous Building Materials, Chemicals and Substances**

**Working with Cranes and Lifting Operations**

**Driving**

**Working in Traffic and Traffic Management**

**Workplace Violence**

**Working with Electricity**

**Working In, On or Around Water**

# Mental Health



## Anxiety, depression and suicide

AROUND  
**2 MILLION**  
PEOPLE  
IN AUSTRALIA  
LIVE WITH  
**ANXIETY**



AROUND  
**1 MILLION**  
PEOPLE  
IN AUSTRALIA  
LIVE WITH  
**DEPRESSION**



NEARLY  
**8 AUSTRALIANS**  
**TAKE THEIR OWN**  
**LIVES EVERY DAY**  
6 OF WHOM ARE MEN



**1 IN 3**  
WOMEN   
& **1 IN 5**  
MEN 

ARE LIKELY TO EXPERIENCE  
**ANXIETY** IN THEIR LIFETIME

**1 IN 6**  
WOMEN   
& **1 IN 8**  
MEN 

ARE LIKELY TO EXPERIENCE  
**DEPRESSION** IN THEIR LIFETIME





# Mental Health

## Heads up

headsup.org.au

POOR MENTAL HEALTH COSTS  
AUSTRALIAN BUSINESSES  
**\$10.9 BILLION**



EVERY YEAR IN LOST PRODUCTIVITY,  
ABSENTEEISM AND COMPENSATION CLAIMS

 **MENTALLY HEALTHY**  
WORKPLACES ARE MORE  
 **PRODUCTIVE**  
&  
 **PROFITABLE**

**MENTALLY  
HEALTHY  
WORKPLACES  
ARE  
EMPLOYERS  
OF CHOICE**



**POOR MENTAL HEALTH  
IS LIKELY TO AFFECT**

**1 IN 5**   
**EMPLOYEES**

BUSINESSES ACHIEVE AN AVERAGE

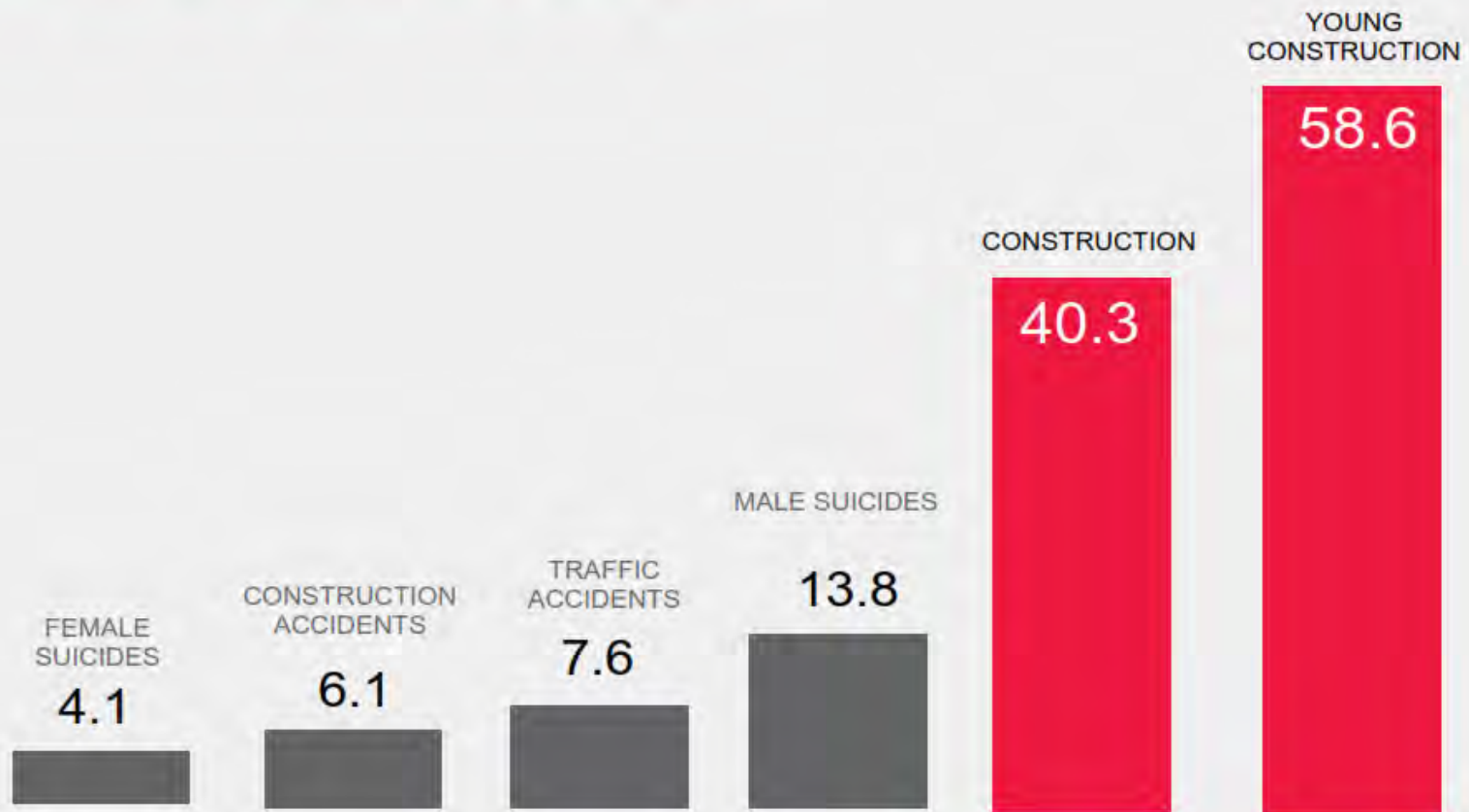
**\$2.30** **RETURN ON  
INVESTMENT**  
FOR EVERY \$1  
INVESTED IN

**EFFECTIVE  
MENTAL  
HEALTH  
INITIATIVES**



# Mental Health

## IS THERE A PROBLEM?



DEATH RATES OUT OF 100,000  
Stats 2007



# Mental Health – Loss of Life



FROM AISRAP REPORT

# What is WSAA's response?

**The WSAA Board has agreed that the urban water industry should elevate the national focus on and commitment to improved health and safety performance through the following:**

- 1) Leadership to focus and drive performance improvement**  
*(Establish a HS Taskforce to provide strategic direction)*
- 2) Industry commitment to lifting health and safety performance**  
*(Develop an industry commitment statement- signals that our leaders are committed to driving and supporting positive change)*
- 3) Filling the gap through focussed initiatives**  
*(Fatal Risk Guidelines, Mental Health Framework, Safety Maturity Project etc.)*
- 4) WSAA Member collaboration**
- 5) Outreach – let's not be insular!**

# Thank You ..... And Questions

